



Sage HCM for Construction

Take control of construction HR and payroll in-house on a single, unified platform built for the complexity of your business—so you can reduce risk, stay compliant, and control labor costs across every project.

Sage HCM for Construction is purpose-built to handle the realities of construction—connecting HR, payroll, and workforce data in real time.

- Manage union, certified payroll, and multi-state compliance with confidence—while supporting standard salaried and hourly payroll.
- Connect workforce data to job costing and financials for real-time visibility.
- Streamline hiring, onboarding, performance management, and payroll for both field and office teams.
- Bring your entire workforce—from field crews to office teams—together in one unified system.

Sage

One platform for your entire construction workforce

Sage HCM runs on a single unified database, connecting HR, payroll, and project data in real time. Now, you can eliminate silos, duplicate entry, and gaps between the field, payroll, and finance. Workforce data flows seamlessly from time capture to job costing, giving you a complete, accurate view of labor costs across every project.

Workforce visibility across your business

Centralize employee data, roles, certifications, and workforce activity across jobs, locations, and entities across field crews, office staff, and project teams.

Payroll built for construction complexity

Handle certified payroll, union agreements, multi-rate crews, and standard payroll for office and field teams with ease.

Connected workforce and financial data

Sync HR, payroll, and labor costs with job costing and financials for real-time visibility and better decisions—powered by integration with Sage Intacct Construction, Sage 300 CRE, and Sage 100 Contractor.



HR

- Centralize employee data, roles, certifications, and compensation
- Track workforce across jobs, locations, and entities
- Enable employee and manager self-service
- Manage workforce administration, including roles, reviews, and employee records



Payroll

- Support union, certified payroll, and prevailing wage requirements
- Process salaried, hourly, and multi-rate payroll across your workforce
- Manage multi-state and multi-entity compliance
- Capture time and expenses and track labor accurately by job and cost code



Talent

- Streamline hiring and onboarding
- Conduct construction-focused screening (background checks, DOT compliance, drug testing) with AccuSourceHR
- Track training, certifications, and compliance
- Manage performance and improve retention across field and office teams

95%

Customer satisfaction rating

40+

Years' building exceptional payroll products

50+

Years' of deep construction technology expertise



Sage HCM + AI

Sage HCM uses AI where it matters most—spotting anomalies, surfacing insights, and accelerating approvals. All while keeping people firmly in the driver's seat.

AI-Powered assistant

Efficiently check time balances and more.

Predictive analytics

Gain insight and forecast trends to stay ahead.

Offer letter generation

Automate personalized offer letters for your top candidates.

Policy creation

Develop comprehensive company policies with ease.



The largest and most trusted partner network in the industry

We get it — taking the leap to invest in new software can feel overwhelming. Having a partner that understands how you do business is key to ensuring your success. We're proud to have built the largest and most experienced partner network in the construction industry, which means you'll have experts by your side during your software transition who have worked with companies just like you.

What makes our partners exceptional is their commitment to going beyond implementation by helping you meet your goals, sharing best practices, and accelerating your growth.

"I'm really proud to say we don't have siloed software anymore, and Sage Intacct and Sage HCM were a huge part of that for us."

—Amanda King Dalman, director of technology and training, PRG Group

"It's amazing — the efficiencies that we've found, the confidence that people have in their pay, the ability to access their pay statements now...it's just astronomical, it's extraordinary!"

—Lacey Unrau, VP of HR, Des Nedhe Group





See how you can take control of HR and payroll—backed by decades of trust and experience.

**sagecre.com
800-628-6583**



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